

# Nondiscrimination and Anti-Harassment Policy

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## Definition

DQMO is committed to providing a safe and welcoming event, free of discrimination or harassment, for everyone regardless of freedom of expression, sexual identity, marital status, disability, physical appearance, race, age, national origin, ethnic origin, religion, religious belief, or past history.

DQMO seeks to provide an environment in which diverse attendees may learn, network, and enjoy the company of one another in an atmosphere with respect and courtesy. We do not tolerate discrimination, harassment, or intimidation of our participants in any form. Participants found violating this policy may be expelled from the event, without a refund, at the discretion of the DQMO planning committee.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to the freedom of expression, sexual identity, marital status, disability, physical appearance, race, age, national origin, ethnic origin, religion, religious belief, or past history;
- Displaying offensive images or language (i.e., racism, sexism, \*-ism);
- Deliberate intimidation, including, but is not limited to stalking;
- Outing any participants' sexual identity outside of the DQMO event;
- Harassing verbally, including photography or recording;
- Sustained disruption of presentations or other events;
- Inappropriate physical contact; or
- Advocating for, or encouraging, any of the above behavior.

DQMO events include, but are not limited to:

- Workshops.
- Tours.
- Social gatherings listed as advertised.

## Scope of Policy

This policy applies to all attendees participating in any DQMO events including, but not limited to registered attendants, speakers/presenters, volunteers, guests, sponsors, venue staff, vendors, and service providers (i.e., interpreters, SSPs, Co-Navigators, etc.).

## Enforcement

A. Participants who are asked to stop behavior viewed as harassing or discriminatory are expected to comply immediately.

B. If a participant engages in harassing or discriminatory behavior, DQMO committee retains the right to take actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the event with no refund.

C. The DQMO planning committee may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any other participants.

To ensure a safe environment for all of our participants, individuals registering for and attending DQMO 2024 Boston must agree to and abide by this policy.

## Reporting Anonymously or In-Person

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to the DQMO planning committee. You may choose to file a report to this email address: [dqmobos2024@gmail.com](mailto:dqmobos2024@gmail.com). We strive to provide you with a safe and welcome environment for you to enjoy as a positive experience. People like you help to raise the quality of our events and elevate all members of DQMO.

Please note we cannot follow-up on an anonymous report with you directly, but we will fully investigate and take actions where necessary to prevent a recurrence.

## In-Person Reporting

When filing an in-person report, the DQMO planning committee will ensure you are safe and protected from others. We may ask you to tell us what happened in detail. We realize this

process can be upsetting and you are welcome to bring someone with you for support. All reports will be kept confidential and will be handled respectfully. You will not be asked to confront anyone, and your identity will remain confidential.

If required, the DQMO planning committee will be happy to help you contact venue security, local law enforcement, or local support services; provide escorts; or otherwise assist you, so you can feel safe for the duration of the event. We value your attendance.

## Retaliation Is Strictly Prohibited

DQMO will not tolerate any form of retaliation against persons who file a complaint, serve as witness(es), or otherwise assist in the investigation. Retaliation is a serious violation of this policy and, like harassment or discrimination itself, may be subject to removal from a DQMO event.

Source: <http://www.dqmo.net/policy.html>

*Updated: 9/17/23*